

**Exhibit F**

[TRANSLATION]

Nanterre, June 27, 2003

Jean Caron  
A67  
10/26 bd Hérold  
92000 Nanterre

Mr. Lacroix  
Southern Europe Sales Director  
Cognex International  
Immeuble Le patio  
104 Avenue Albert 1er  
92563 Rueil-Malmaison cedex

Dear Sir:

I hereby request your authorization not to work during the entire notice period, despite my taking paid holidays, as agreed, as of July 7 to July 25, 2003 and as of September 1 to September 5, 2003. My employment would therefore terminate on the evening of September 19 2003.

Awaiting your response.

Sincerely,  
Jean Caron

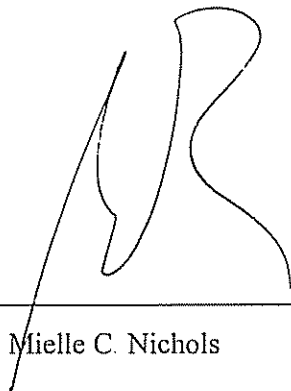
/S/

I, Mielle C. Nichols, do hereby declare as follows:

1. I am an attorney licensed to practice law in Belgium, and of-counsel to the law firm of Seyfarth Shaw. I work at Seyfarth Shaw's Brussels, Belgium office, and am fluent in both French and English, meaning I can easily speak, read and write in both languages.

2. The attached document is a true and accurate English translation of a letter dated June 27, 2003, addressed to Mr. Lacroix of Cognex International, written in French and signed by Mr. Jean Caron, in Nanterre, France

I declare under penalty of perjury that the foregoing is true and correct and that this declaration was signed on Wednesday, October 20, 2004 in Brussels, Belgium.



A handwritten signature in black ink, appearing to be 'MCN', is written over a horizontal line. Below the line, the name 'Mielle C. Nichols' is printed.

Mielle C. Nichols

Jean Caron  
A67  
10/26 bd Hérold  
92000 Nanterre

Nanterre, le 27 juin 2003.

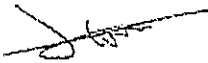
Monsieur Lacroix  
Directeur des ventes Europe du sud,  
Cognex France,  
Immeuble Le Patio,  
104 Avenue Albert 1<sup>er</sup>,  
92563 Rueil-Malmaison cedex.

Monsieur le Directeur.

Je sollicite votre accord pour être dispensé d'effectuer la totalité de mon préavis bien que des congés payés soient pris du 7 au 25 juillet 2003 inclus et du 1<sup>er</sup> au 5 septembre 2003 inclus comme prévu. Dans ce cas, mon contrat prendra fin le 19 septembre 2003 au soir.

Dans l'attente de votre réponse, veuillez agréer, Monsieur le Directeur, mes salutations distinguées.

Jean Caron



**Exhibit G**

[TRANSLATION]

**COGNEX**  
Vision for Industry

Modular Vision Systems Division

**Mr. Jean Caron**  
A67  
10/26 bd Hérold  
92000 Nanterre

June 30, 2003

Re: Your resignation

Dear Sir:

We received your letter of June 27, 2003 requesting a shortening of your notice following your resignation of June 16, 2003.

We hereby confirm our authorization to have your notice end on the evening of Friday, September 19.

Sincerely,

/S/

Sybille de Monplanet  
Human Resources Manager  
International Operations

Didier Lacroix  
Regional Sales Director  
Southern Europe

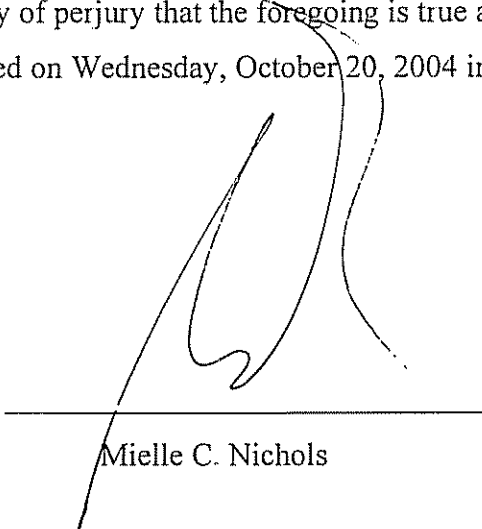
/S/

I, Mielle C. Nichols, do hereby declare as follows:

1. I am an attorney licensed to practice law in Belgium, and of-counsel to the law firm of Seyfarth Shaw. I work at Seyfarth Shaw's Brussels, Belgium office, and am fluent in both French and English, meaning I can easily speak, read and write in both languages.

2. The attached document is a true and accurate English translation of a letter dated June 30, 2003, addressed to Mr. Jean Caron, written in French and signed by Ms. Monplanet and Mr. Lacroix of Cognex International, in Rueil, France.

I declare under penalty of perjury that the foregoing is true and correct and that this declaration was signed on Wednesday, October 20, 2004 in Brussels, Belgium.



\_\_\_\_\_

Mielle C. Nichols



Modular Vision Systems Division

**Monsieur Jean Caron**

A67

10-26, Boulevard Herold  
92000 NANTERRE

le 30 Juin 2003

Objet: Votre démission

Monsieur,

Nous avons bien reçu votre courrier en date du 27 juin 2003 nous demandant la possibilité d'écourter votre période de préavis suite à votre lettre de démission datée du 16 juin 2003.

Par la présente nous vous confirmons notre accord pour que la fin de votre préavis soit fixée au Vendredi 19 septembre au soir.

Veillez agréer, Monsieur, l'assurance de notre considération distinguée.

A handwritten signature in black ink, appearing to read "S. de Monplanet".

Sybille de Monplanet  
Human Resources Manager  
International Operations

Didier Lacroix  
Regional Sales Director  
Southern Europe

A large, stylized handwritten signature in black ink, consisting of several loops and a long trailing line.



**Exhibit H**

[TRANSLATION]

**CERTIFICATE OF EMPLOYMENT**

The company COGNEX INTERNATIONAL  
IMMEUBLE LE PATIO  
104 AVENUE ALBERT 1ER

92563 RUEIL MALMAISON  
SIRET 385189469 00039 APE 748K

Certifies that Mr. JEAN CARON  
Residing at 10-26 BD HEROLD  
92000 NANTERRE

Was employed by the company  
- as of 03/16/1998 till 09/19/2003, his last function being SENIOR VISION  
SOLUTIONS ENGINEER

He leaves the company on this day, free of all duties and obligations.

Done in RUEIL MALMAISON  
On 09/19/2003

Signature of employer

/S/

Signature of employee (for proof of receipt)

/S/

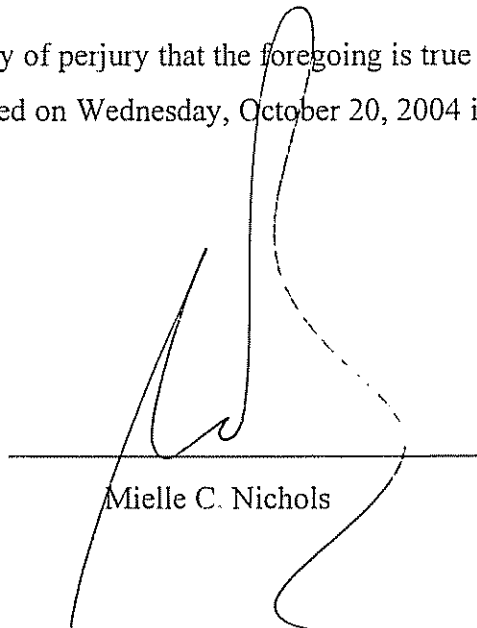
**COGNEX International**  
**104, Avenue Albert 1er**  
**92563 RUEIL MALMAISON Cedex**  
**Tel: 01 47 77 15 50 – fax: 01 47 77 15 55**  
**RCS Nanterre B 385 183 469**

I, Mielle C. Nichols, do hereby declare as follows:

1. I am an attorney licensed to practice law in Belgium, and of-counsel to the law firm of Seyfarth Shaw. I work at Seyfarth Shaw's Brussels, Belgium office, and am fluent in both French and English, meaning I can easily speak, read and write in both languages.

2. The attached document is a true and accurate English translation of a certificate of employment, written in French and signed on September 19, 2003 by Mr. Jean Caron and Cognex International Inc., in Rueil, France.

I declare under penalty of perjury that the foregoing is true and correct and that this declaration was signed on Wednesday, October 20, 2004 in Brussels, Belgium.



Mielle C. Nichols

## CERTIFICAT DE TRAVAIL

La société COGNEX INTERNATIONAL  
IMMEUBLE LE PATIO  
104 AVENUE ALBERT 1ER

92563 RUEIL MALMAISON  
SIRET 385189469 00039 APE 748K

Certifie que M. CARON JEAN  
demeurant 10 - 26 BD HEROLD  
92000 NANTERRE


a été employé dans l'entreprise :  
- du 16/03/1998 au 19/09/2003 et en dernier lieu en qualité d' INGENIEUR VISION SOLUTIONS SR

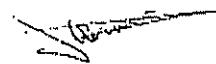
Il nous quitte, ce jour, libre de tout engagement.

Fait à RUEIL MALMAISON  
le 19/09/2003

Signature de l'employeur

Signature du salarié (pour accusé de réception)

  
COGNEX International  
104, Avenue Albert 1er  
92563 RUEIL MALMAISON Cedex  
Tél : 01 47 77 15 50 - Fax : 01 47 77 15 55  
FCS Nanterre B 385 189 469



**Exhibit I**

[TRANSLATION]

**RECEIPT OF FINAL PAYMENT**

I, the undersigned      Mr. Jean CARON  
Residing at              10-26 BD HEROLD  
                                 92000 NANTERRE

hereby recognize having received from COGNEX INTERNATIONAL  
IMMEUBLE LE PATIO  
104 AVENUE ALBERT IER  
92563 RUEIL MALMAISON

The amount of TWO THOUSAND NINE HUNDRED FORTY SIX EUROS 83 CENTS

This payment was made as final payment of all salaries, benefits, reimbursement of business expenses and severance or indemnification, due following termination of my employment agreement.

This receipt is done in two originals, one of which was handed over to me.

Done in RUEIL MALMAISON  
On 9/19/2003

Signature to be preceded by a handwritten annotation "Good for receipt of final payment"

*Good for receipt of final payment*

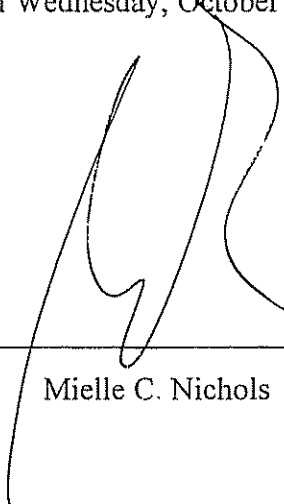
/S/

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1. I am an attorney licensed to practice law in Belgium, and of-counsel to the law firm of Seyfarth Shaw. I work at Seyfarth Shaw's Brussels, Belgium office, and am fluent in both French and English, meaning I can easily speak, read and write in both languages.

2. The attached document is a true and accurate English translation of a receipt of final payment, written in French and signed on September 19, 2003 by Mr. Jean Caron, in Rueil, France.

I declare under penalty of perjury that the foregoing is true and correct and that this declaration was signed on Wednesday, October 20, 2004 in Brussels, Belgium.



A handwritten signature in black ink, consisting of a large, stylized 'M' and 'N' joined together, with a horizontal line extending to the right. The signature is positioned above the printed name.

Mielle C. Nichols

## REÇU POUR SOLDE DE TOUT COMPTE

Je soussigné M. CARON JEAN  
demeurant 10 - 26 BD HEROLD  
92000 NANTERRE

reconnais avoir reçu de COGNEX INTERNATIONAL  
IMMEUBLE LE PATIO  
104 AVENUE ALBERT 1ER

92563 RUEIL MALMAISON

la somme de DEUX MILLE NEUF CENT QUARANTE SIX EUROS 83 CENTS

Cette somme m'est versée pour solde de tout compte, en paiement des salaires, accessoires de salaires, remboursement de frais et indemnités de toute nature dus au titre de l'exécution et de la cessation de mon contrat de travail.

Le présent reçu est établi en deux exemplaires, dont un m'est remis.

Fait à RUEIL MALMAISON  
le 19/09/2003

Signature précédée de la mention manuscrite « Pour solde de tout compte »

*Pour solde de tout compte*  
